

NEBRASKA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Nebraska law. Specifically, the Company will ensure that:

- When the Company uses approved evidential breath testing devices for alcohol screen tests, employees whose screen tests are positive shall have the right to voluntarily provide a blood specimen for their confirmation tests; and
- All blood and urine specimens that that test positive for drugs and alcohol shall be stored for a period of at least 180 days to allow employees to request retests of such specimens.